

d. Single Meetings. The Bureau should consult with tribal leaders in a single meeting when appropriate for the federal action under consideration. Single meetings are particularly appropriate for local, regional or single tribe issues.

4. Length of the Consultation Process.

The Bureau should, at the outset of the consultation process, solicit the views of affected tribes regarding how long the consultation process shall take. The Bureau should make all reasonable efforts to comply with the expressed views of the affected tribes regarding the length of the consultation process, taking into account the level of impact, the scope and the complexity of the issues involved in the proposed federal action. Notwithstanding the overall time for the process, consultation should continue throughout the Bureau's decision making process, except where expressly prohibited by law. If the Bureau determines that the Administrative Procedure Act or other federal law expressly prohibits continued consultation at a specified point in the decision making process, the Bureau should so inform the tribes at the outset of the consultation process.

C. Implementation of Final Federal Action

Prior to finalizing a decision on a federal action, the Bureau shall address issues raised as priority matters during the consultation process in a meaningful and timely manner appropriate to the issue. Bureau decisions significantly impacting Indian tribes shall be made in conformance with the Policy Making Principles, above, in Section V and notice shall be provided to all identified parties. The Bureau shall continue to consult with tribes regarding the manner in which that decision is implemented, its impact on tribes, as well as any need for training or technical assistance on a new regulation or policy.

VII. EDUCATION

The Director, Office of American Indian Trust in consultation with the Assistant Secretary for Policy, Management and Budget will develop a Department-wide tiered employee education plan calculated to provide introductory, intermediate, and advanced training on the subject of federal Indian Affairs and the policy of government-to-government relations with tribes. All levels of training will explain the nature of the diplomacy and protocols to be observed. A mandatory refresher course must be completed by all personnel every two years.

In furtherance of the Indian Self Determination and Education Assistance Act, as amended, the plan will reflect how tribes and tribal organizations can assist the Department in developing and maintaining an effective education program, including curricula and materials.

VIII. MONITORING AND PERFORMANCE

The Bureau will develop an accountable process. The system will include the designation of a Department official who is responsible for day-to-day and quarterly reporting on the status of all consultation issues, as well as annual reporting on the outcome of consultation issues. The system will evidence the integrity of consultation and demonstrate our best faith effort to advance meaningful working relationships with tribes.

This policy shall be implemented in FY 2001, or by the implementation terms of Executive Order No. 13175 regarding consultation with Indian tribal governments, whichever is later.

[Signature]
Assistant Secretary - Indian Affairs

12-13-00
Date

In Witness:

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

x *[Signature]*

[Signature]